



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY ARMOR CENTER AND FORT KNOX
FORT KNOX, KENTUCKY 40121-5000

ATZK-CSM-R (601)

18 May 2004

MEMORANDUM FOR

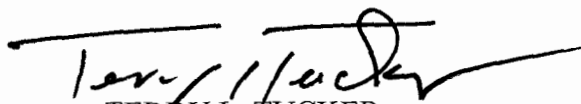
Commanders, All Units Reporting Directly to This Headquarters
Directors and Chiefs, Staff Offices/Departments, This Headquarters

SUBJECT: Thunderbolt Six Policy Memo No. 40-31 – Fort Knox Army Retention Program

1. Reference AR 601-280, Army Retention Program, 31 March 1999.
2. Retention is a command responsibility. All leaders will make retention of quality soldiers a top priority.
3. The goals of the Army Retention Program are to retain the highest quality soldiers, maintain command involvement at all levels, and support force alignment objectives. Additionally, it is essential to afford all Soldiers electing not to remain on active duty the opportunity to transition into the Reserve Components. Details of the Fort Knox Army Retention Program are enclosed (Encls 1 and 2).
4. We will maintain a strong and viable program that focuses on retention of quality Soldiers and their families. It is essential that we identify and retain our best Soldiers to maintain the smaller, highly qualified and technical force required for today's Army.

REENLIST THE THUNDERBOLT!

2 Encls
as


TERRY L. TUCKER
Major General, US Army
Commanding

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FORT KNOX RETENTION AWARDS PROGRAM

1. Reference AR 601-280, Army Retention Program, 31 March 1999.
2. This Retention Awards Program recognizes retention achievements of subordinate units, Active Component/Reserve Component (AC/RC) Career Counselors, and full-time battalion/squadron retention NCOs. Specifically, it establishes procedures for quarterly and yearly awards.
3. Retention awards will be presented as follows.

- a. Quarterly.

(1) The award for the highest percentage is divided into two competitive groups, Group 1: 1st ATB, 16th CAV; Group 2: Garrison, NCOA, USAARMC. One unit from each group achieving the highest combined percentage over 100 percent in the Active Component initial term and mid-career category and 100 percent in the Reserve Component category will receive the rotating quarterly trophy award. In addition, the first unit from each competitive group to accomplish their retention mission, in all categories, will receive the Early Bird award.

(2) Each AC/RC Career Counselor and full-time battalion/squadron retention NCO will receive a certificate of appreciation and commander's coin for achieving 100 percent of their retention mission in all categories.

(3) Each brigade/regiment and battalion/squadron will receive a plaque for achieving 100 percent of their retention mission in all categories. "All categories" are defined as active component initial term, mid-career and career mission, and reserve component mission

(4) One company retention team (commander, first sergeant, reenlistment NCO) from each brigade/regiment will receive special recognition for achieving the highest combined percentage over 100 percent in active component initial term and mid-career category.

- b. Yearly.

(1) The award for the highest percentage is divided into two competitive groups, Group 1: 1st ATB, 16th CAV; Group 2: Garrison, NCOA, USAARMC. One unit from each group achieving the highest combined percentage over 100 percent in the Active Component initial term and mid-career category and 100 percent in the Reserve Component category will receive permanent award.

(2) Each AC/RC Career Counselor and full-time retention NCO will receive a certificate of appreciation and a commander's coin for achieving 100 percent of their retention mission in all categories to include 100 percent fiscal year ETS mission.

(3) Each brigade/regiment and battalion/squadron will receive a plaque for achieving 100 percent of their retention objective in all categories to include the fiscal year ETS mission.

FORT KNOX RETENTION INCENTIVE PROGRAM

1. Reference AR 601-280, Army Retention Program, 31 March 1999.
2. This Retention Incentive Program recognizes the following soldiers for their commitment to America's Army of One.
 - a. Soldiers reenlisting in the regular Army.
 - b. Soldiers extending under the Bonus Extension and Retraining (BEAR) Program.
 - c. Soldiers contracting with a unit of the reserve component.
3. Incentives are established as follows:
 - a. A 4-day pass to be taken within 60 days after reenlistment, BEAR program extension or contract with a reserve component unit. An additional 3-day pass will be given to soldiers who reenlist for current station stabilization.
 - b. Authorized to take a 30-day reenlistment leave in accordance with AR 600-8-10. Reenlistment leave is chargeable against the soldier's leave and requires unit commander approval.
4. All subordinate units will establish and implement a retention incentive program to supplement the one contained in this memorandum and forward a copy to the Post Retention Office. The Post Retention Office will review subordinate unit Retention Incentive Programs with the Armor Center CSM.